III. CULTURAL BACKGROUND

A. Moral integrity as evidenced by:

1. School relationships was interpreted to mean the honesty of a teacher in handling all school materials which include money, supplies, books, care of school property and so forth, and the character of the teacher in dealing with the school officials, other teachers and patrons.

The classifications of fair, good, very good and excellent were arrived at by giving the rating of good to every teacher about whom nothing either unusually outstanding or detrimental was known. The rating of very good was given to the teacher who was very accurate in the accounting of funds, protective of school property and reliable in his or her relationship with other members of the school organization. The rating of excellent was given to that exceptional teacher who over long years had evidenced minute attention to all of these items. The rating of fair was given to the teacher who was unreliable, not zealous in the protection of school property and had difficulty in accounting for school finances.

2. Community relationships was interpreted to mean the practice of good citizenship by the meeting of financial obligations and the carrying out of contracts such as leases and other similar transactions, and their deportment in the community in keeping with the position of a teacher.

The divisions of fair, good, very good and excellent were arrived at by considering the records of the individual teacher in these respects. As an illustration, if a teacher failed to live up to his or her financial obligations some years ago, and there were no black marks against his or her name since then, this individual would be rated good. While a teacher who met his or her financial obligations on time and had no complaints registered in other respects would be given a rating of very good. While a teacher who was highly respected in the community morally, active in church work, prompt in meeting all of their obligations would be given a rating of excellent. A teacher below standard with records on file indicating that he or she had broken leases, had failed to meet financial obligations, etc., would be given a rating of fair.

B. Social responsibility as evidenced by:

1. Participation in the development of the teaching profession was interpreted to mean membership in all professional organizations, attendance and participation in professional

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group meetings, and individual contributions to the improvement of the teaching profession.

The divisions of fair, good, very good and excellent were arrived at by giving a rating of good to the teacher with a passive attitude to professional meetings and organizations, and who was occasional in attendance. A rating of very good was given to a teacher who was a member of a large number of professional organizations and regular in attendance and participation. A rating of excellent was given to the teacher who was a member of a large number of organizations, regular in attendance and who was constructively active in participation in the discussions and who exhibits a marked degree of leadership. A rating of fair was given to the teacher who was not interested in being a member of a professional organization and who very seldom, if ever, attended, or to the teacher who attended but attempted to hinder progress of various organizations.

2. Participating in community development was interpreted to mean taking part in activities of direct benefit to the community in which the school was located, such as civic, fraternal, improvement associations, clubs and church attendance. The divisions of fair, good, very good and excellent were arrived at by giving a rating of good to the teacher who had done nothing above the average in participation of community affairs, and where we had evidence of above average participation we gave a very good rating. Where the relationship was outstanding an excellent rating was given. And, where a teacher was not interested in the community in which she or he lived or worked and took no part in community affairs, they were given a rating of only fair.

C. 1. Poise was interpreted to mean a teacher well-balanced, control of oneself at all times and ease under most circumstances.

2. Dress was interpreted to mean properly dressed in keeping with the position of a teacher, neatness, personal grooming, well-kept shoes, etc.

3. Voice was interpreted to mean a speaking personality, pleasing tone, expressiveness, clear enunciation, etc.

4. Courtesy was interpreted to mean relationship with students—sympathetic relationship with teachers, administrative personnel and patrons, graciousness, kindness, politeness.

The divisions of fair, good, very good and excellent were arrived at by giving a rating of good to the teacher who had average ability in poise, dress, voice and courtesy, while a teacher with superior qualities in these four items was given a rating of very good. The teacher who was outstanding in these four items was given a rating of excellent. A rating of fair was given to a teacher who was ill at ease upon being visited in the classroom, not appropriately dressed, a harsh unpleasant voice and who failed in the ordinary civilities.

IV. EFFECTIVENESS OF TEACHING

A. Rating by principal was interpreted to mean the rating given by the principal of the individual teacher through personal conferences with the supervisor and administration officials and on the teacher rating card required each year from the principal concerned.

The divisions of fair, good, very good and excellent were arrived at by an evaluation of the principals' personal statements and written reports, by *averaging the checks in different columns.*

B. The Total evaluation of the effectiveness of teaching was interpreted to mean the opinion of the individual members as to a teacher's classification compared with other teachers in the school system, the supervisors having the opportunity of visiting each school in the system and observing the most outstanding teaching program, being in a better position to evaluate the effectiveness of teaching than the principal who only observed teaching in his or her individual school. We considered getting across subjects in character building, teaching to the whole group, the ability to understand children and child problems, evidences of plan books, lesson preparations, seating plans, up-to-date registers, attractive rooms which contribute to orderliness, good discipline, whole class participation.

The divisions of fair, good, very good and excellent were arrived at by first considering the principal's rating and if in the opinion of the rating committee this teacher was of average ability he or she was given a rating of good, if superior ability very good, and if very unusual and outstanding in effectiveness of teaching, excellent; below the average, fair.

APPENDIX II

TABLE OF DEGREE TEACHERS, both white and colored, employed in the public schools of Dade County, Florida, November 4, 1941, the date on which the colored teachers presented to the defendants their complaint that the policy of The Board of Public Instruction discriminated against them.

Base salaries are those provided for in the schedules and do not include increments for special duties or the $100 allowed to holders of Master Degree.

The official list filed in this action by defendants, offered in evidence by plaintiff, Exhibit 1 of December 6, 1943, gives the total salary, noting the increments. By deducting these we reach the base salary.

The table shows the base salaries payable under the three schedules to all degree teachers, both colored and white for the school year 1941-1942 arranged by years of service together with the classifications.

COLORED DEGREE TEACHERS

	1	2	3	4
One Year Service	Nov. 4/41	Nov. 26/41	April 29/42	Page
Osie Doster	724	724	724	54
Fredericka Dean	724	724	724	54
Geneva M. Knowles	724	724	724	55
Caleb L. Crosby	724	724	724	56
John W. Sanders	724	724	724	57
Genevieve Sands	724	724	724	58
Wilhelmina Franks	724	724	724	58
Mary Louise Bullard	724	724	724	58
Primrose Tibbs	724	724	724	55
Two Year Service				
Robert W. Gray	724	724	724	54
Joseph M. Patterson	724	724	724	55
William Stevens	724	724	724	55
Erma C. Strachan	724	724	724	55
Geneva Collie	732	732	732	55
Clement R. Curry	724	724	1080	56
Cleonie Ward (Mack)	732	732	732	57
Celia Moore (Chappell)	724	724	724	58
Fannie Buggs	724	724	724	59
Three Year Service				
Manatee Bannerman	732	732	780	54
James W. Everett	732	732	840	54
Julius T. Lee	724	724	1140	55
Jane Davis Lewis	732	732	780	55
Anna R. Mitchell	732	732	780	57
Four Year Service				
Ethel A. Bragnon	732	732	840	55
Hubert C. Reynolds	732	732	840	55
Anthony Gardiner	732	832	840	56
James Hart	732	732	840	56
Marie Pate	732	732	840	56
Alma John Crawford	732	732	840	57
Charles Smith	732	732	732	58
Clorice Reeves	732	732	840	58
Josephus L. Bethel	732	732	840	58
Mary Baerk Edwards	732	732	840	57

COLUMN 1 contain1 contains the salaries payable to the colored degree teachers a achers as of November 4, 1941, the date when the complaint of thint of the colored teachers was presented.

COLUMN 2 contain2 contains the salaries payable to the colored teachers under th under the schedule of November 26, 1941.

COLUMN 3 contain3 contains the salaries payable to the said colored teachers u achers under the schedule of April 29, 1942, referred to as a to as an amendment to the November 26, 1941, schedule. thedule, this schedule having been adopted several months aft ths after the beginning of this action.

WHIT WHITE DEGREE TEACHERS

		5	6	7	8
One Year Service	ice	Nov. 4/41	Nov. 26/41	April 29/42	Page
Harold Quincy		1020	1020	1020	4
Virginia Stewart	t	1020	1020	1020	8
Virginia Spaulding	ng	1020	1020	1020	8
Marjorie Jordan		1020	1020	1020	10
Marian Usher		1020	1020	1020	16
Donald B. Bleake	e	1020	1020	1020	16
Sue Robinson		1020	1020	1020	18
Bertha Nehan		1020	1020	1020	20
Linnie Lou Gautier	ier	1020	1020	1020	21
Also 17 other white		r white teachers of one year service all at same base salary.			
Two Year Service	ice	White base salary $1.020			
Jeanne Mankes		1020	1020	1020	3
Rosanna Posey		1020	1020	1020	4
James Womack		1020	1020	1020	5
George Dolan		1020	1020	1020	5
Mary Collier		1020	1020	1020	6
Josephine Cook		1020	1020	1020	7
Betty S. Abrams		1020	1020	1020	7
Betty Mead Dix		1020	1020	1020	8
Katherine Killian	n	1020	1020	1020	10
Also 23 other white		r white teachers of two-year service all at same base salary.			
Three Year Service	vice	White base salary $1.080			
Mary Carlson		1080	1080	1080	36
Louise Gibbons		1080	1080	1080	37
Virginia Swaggs		1080	1080	1080	37
Evelyn Webb		1080	1080	1080	37
Ruth Lockhart		1080	1080	1080	37
Also 35 other white		r white teachers of three-year service all at same base salary.			
Four Year Service	ice	White base salary $1.140			
Virginia Jordan		1140	1140	1140	2
Martha Rose Saunders	nders	1140	1140	1140	4
Willard Shaffert		1140	1140	1140	5
Phyllis Ashworth	h	1140	1140	1140	6
Lois Behrens		1140	1140	1140	7
Sarah B. Brooks		1140	1140	1140	7
Katherine Pratt Fitzer	Fitzer	1140	1140	1140	8
Arlene Richardson	on	1140	1140	1140	15
Norman (Belty) Skeels	Skeels	1140	1140	1140	15
Carl W. Fein		1140	1140	1140	17
Also 24 other white		r white teachers of four year service all at same base salary.			
Five Year Service	ice				
Elizabeth McAfee	ce	1200	1200	1200	2
Robert Heil		1200	1200	1200	3
Patricia Mercer					
Nora C. Rise					
Mary Miscio					

COLUMN 4 contains the pages on w the colored teachers may be found hibit 1 of December 6, 1943, that of defendants.

COLUMN 5 contains the salaries of teachers on November 4, 1941, the ored teachers presented their compl tion, which figures are to be comp aries payable to the colored teache shown in column 1.

COLUMN 6 contains the salaries p white teachers under the schedul 1941, which are to be compared wit able to the colored teachers on the s in column 2.

COLUMN 7 contains the salaries pa gree teachers under the schedule of are to be compared with the sala colored teachers under the same in column 3.

COLUMN 8 contains the pages on w the white teachers listed may be f list. (Plff's Ex. 1 of Dec. 6, 1943.

COLORED DEGREE TE

	1	
Ten Year Service	Nov. 4/41	Nov.
Ida Taylor Ratcliffe	852	8
Andrew Robeson	828	8
Emma Chunn	1032	10
Edith Thompson	876	8
Eleven Year Service		
Osceola B. Horan	948	9
Estelle Waller	876	8
Ermantine Holton	852	8
Mizpah Symonette	948	9
David A. Ivey	876	1
D. Alfred Steward	876	
Annie Little	948	
Twelve Year Service		
Greta E. Crosby	900	
Verma Curtis	852	
Flossie Tucker	948	
Pauline Green	876	
Thena R. Curlin	1056	
(Acting Principal—Now Principal		
Willie Mae Murray	948	
Thirteen Year Service		
Zidia A. Bethel	924	
Alice B. Hall	948	
Hazel Scott Simmons	948	
Florence Moseley	948	
Kate S. Dean	948	
Lillian Mazon	852	
Malvena Moore	948	
Rose F. Stewart	948	

h which the names of
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hat is, the official list

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he date when the col-
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mpared with the sal-
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dule of November 26,
with the salaries pay-
e same date as shown

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he schedule as shown

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e found on the official
3.)

TEACHERS

2	3	4
ov. 26/41	April 29/42	Page
852	1260	55
828	1260	57
1032	1080	58
876	1080	59
948	1080	55
876	1080	55
852	1080	56
948	1080	56
260	1560	57
876	1080	57
948	1080	58
900	1080	54
852	1080	58
948	1080	58
876	1260	58
		58
260	1620	59
924	1260	54
948	1080	54
948	1260	55
948	1080	56
260	1680	56
852	1080	56
948	1080	56

WHITE DEGREE TEACHERS

	5	6	7	8
Ten Year Service	Nov. 4/41	Nov. 26/41	April 29/42	Page
Walter Fitzpatrick	1500	1500	1500	3
Marjorie Graham	1500	1500	1500	5
Henrietta Graham	1500	1500	1500	5
Elizabeth Nielsen	1500	1500	1500	6

Also 23 other white teachers of 10 year service all at the same base salary.

Eleven Year Service				
Mary L. Kimbrough	1560	1560	1560	2
Mary Leonardi	1560	1560	1560	2
Alfred Alreda Reed	1560	1560	1560	2
Helen Carnine	1560	1560	1560	3
Jessie Chamberlain	1560	1560	1560	3
Dorothy Dale	1560	1560	1560	3
Alice Reed	1560	1560	1560	6

Also 29 other white teachers of 11 year service all at the same base salary.

Twelve Year Service				
Gregg Davies, Jr.	1620	1620	1620	2
Elizabeth Kelly	1620	1620	1620	3
D. E. Moomaw	1620	1620	1620	4
Genevieve Rasco	1620	1620	1620	4
Martha Cohen	1620	1620	1620	6
Martha Mills	1620	1620	1620	7
Mary Sue Holbrook	1620	1620	1620	7

Also 37 other white teachers of 12 year service all at the same base salary.

Thirteen Year Service				
Silvia Furlong	1680	1680	1680	2
Elizabeth White	1680	1680	1680	5
Mabel Hill	1680	1680	1680	6
Elizabeth Armstrong	1680	1680	1680	7
Louise Culligan	1680	1680	1680	8
Eloise Featherstone	1680	1680	1680	10
Alpha Gill	1680	1680	1680	10
Fred McCall	1680	1680	1680	11
Edith J. Etzweiler	1680	1680	1680	13
James S. Hayworth	1680	1680	1680	14
Marg G. Phelan	1680	1680	1680	15

Also 24 other white teachers of 13 year service all at the same base salary.

Fourteen Year Service				
R. E. Pollard	1740	1740	1740	2
Florence Normand	1740	1740	1740	4
Elizabeth Price	1740	1740	1740	4
T. Z. Williams	1740	1740	1740	5
Gladys Washington	1740	1740	1740	6
Juanita Willbraham	1740	1740	1740	6

Also 30 other white teachers of 14 year service all at the same base salary.

Fifteen Year Service

APP

THEN AND NOW—COLORED DEGREE SALARIES

Page of Official List		11/4/41	11/26/41	4/29/42	1942-43	1943-44
One Year Service						
(54)	Fredericka Dean	724	724	724	900	960
(55)	Geneva Knowles	724	724	724	780	900
(55)	Caleb L. Crosby	724	724	724	840	960
(57)	John W. Saunders	724	724	724	780	900
(58)	Wilhelmina Franks	724	724	724	720	840
(58)	Mary Louise Bullard	724	724	724	780	900
(55)	Primrose Tibbs	724	724	724	960	1,080
Two Year Service						
(54)	R. W. Gray	724	724	724	780	900
(55)	Geneva Collie	732	732	732	780	900
(56)	Clement R. Curry	724	724	1,080	1,140	1,260
(57)	Cleonie Ward	732	732	732	780	900
(58)	Celia Moore	724	724	724	780	900
Three Year Service						
(54)	Manatee Bannerman	732	732	780	840	960
(54)	J. W. Everett	732	732	840	840	960
(55)	Jane D. Lewis	732	732	780	840	960
Four Year Service						
(54)	Ethel Braynn	732	732	840	900	1,020
(55)	Hubert C. Reynolds	732	732	840	900	1,020
(56)	James Hart	732	732	840	900	1,020
(57)	Alma L. Johnson	732	732	840	900	1,020
(58)	Clarice Reeves	732	732	840	900	1,020
(57)	Mary Baker Edwards	732	732	840	900	1,020
Five Year Service						
(54)	Greeta Bawl	732	732	900	1,020	1,080
(54)	W. Chapman	732	732	900	960	1,080
(54)	Celesta Hawkins	732	732	900	960	1,080
(56)	Vivalora Gainey	756	756	900	960	1,080
(57)	Mattie O. Reed	732	732	900	960	1,080
(58)	R. Slaughter	756	756	1,200	1,260	1,260
Six Year Service						
(55)	Sarah S. Martin	756	756	960	1,020	1,140
(56)	Eugene Jones	780	780	1,260	1,260	1,320
(56)	Dorothy Edwards	780	780	960	1,020	1,140
(57)	E. Wilson	756	756	960	1,020	1,140
(58)	Louise Capers	756	756	960	1,020	1,080
(58)	Ethel Ray	756	756	960	1,020	1,140
Seven Year Service						
(55)	Hazel Lucas	780	780	1,020	1,080	1,140
(55)	C. D. Wyche	780	1,260	1,320	1,380	1,560
Eight Year Service						
(54)	M. M. Davis	756	756	1,080	1,080	1,080
(55)	Pearl T. Jenkins	804	804	1,080	1,140	1,260
(55)	George W. Styles	804	804	1,080	1,080	1,080
(56)	Alonzo Fannin	804	804	1,080	1,080	1,080
(56)	Marie Doster	828	828	1,080	1,080	1,140
(56)	Dorothy Jenkins	804	804	1,080	absent	1,080
(57)	Gussie Dobbs	804	1,260	1,380	1,440	1,620
Nine Year Service						
(54)	Hazel M. Davis	852	852	1,080	1,080	1,140
(56)	Arthurine Collier	828	828	1,080	1,080	1,140
(57)	Dorothy Newton	828	1,260	1,260	1,500	1,680
(58)	Witlean Ingraham	852	852	1,080	1,080	1,140
(58)	Louise McQueen	828	828	1,080	1,080	1,080
(58)	Nellie Roberts	780	780	1,080	1,080	1,080
(59)	Rosella Everett	828	828	1,080	1,140	1,260
Ten Year Service						
(55)	Ida M. Taylor	852	852	1,260	1,260	1,260
(57)	Andrew Robeson	828	828	1,260	1,260	1,260
(58)	Emma Chun	1,032	1,032	1,080	1,080	1,080
Eleven Year Service						
(55)	Osceola B. Hogan	948	948	1,080	1,080	1,140
(55)	Estelle Waller	876	876	1,080	1,140	1,260

THEN AND NOW-

Page of Official List	
One Year Service	
(7)	Virginia Stewart
(8)	Virginia Spalding
(10)	Marjoria Jordan
(18)	Sue Robinson
(28)	Atwood Kellar—Cad
(31)	Pauline Wade
(31)	Georgia Ball
(33)	Marie Scollin
(38)	Grace Kiesewether—
	(Cadets are not r
Two Year Service	
(5)	James Womack
(7)	Betty S. Abrams
(18)	Eleanor K. Whitcha
(18)	Eleanor Wilson
(23)	Helen Nielson
(25)	Amelise Crockett
(26)	Nellie Turkiewaz
(27)	Hilda Ringblum
(27)	Grace Manley
(29)	Ellogene Barr
(30)	Beatrice Arnold
(34)	Jane Evans Garhett
(34)	Viola Ellis
(36)	Velma Baumgarten
(37)	Murrell Schursted
(37)	Betty Wylie
(39)	Josephine Hill
Three Year Service	
(7)	Allie Ferguson
(13)	Leona Beers
(24)	Phyllis Fossey
(25)	Edith B. Jacobs
(25)	Edith Daniel
(26)	Eleanor Matteson
(26)	Lois V. Arnold
(27)	Margaret Roberts
(28)	Robert Reed
(33)	Ruth Penny
(36)	Mary Carlson
(37)	Louise Gibbons
(37)	Virginia Skaggs
Four Year Service	
(2)	Virginia Jordan
(5)	Willard Shaffert
(15)	Arlene Richardson
(17)	Carl W. Fein
(21)	Lulu Mae Mooty
(23)	Marie Alvarez Nilo
(24)	Marjorie Raulerson
(24)	Myrvin Sellers
(27)	Inez Shellhorse
(27)	Ruth Beuchly
(27)	Mary Kirtley
(28)	Marcia Ferguson
(30)	Mildred Hawkins
(31)	Mary E. Freberg
(32)	Betty Stewart

APPENDIX III

THEN AND NOW—WHITE DEGREE SALARIES

	Under All Schedules 1941/2	1942/3	1943/4
Year Service			
Virginia Stewart	1,020	1,080	1,200
Virginia Spalding	1,020	1,020	1,140
Marjoria Jordan	1,020	1,080	1,140
Sue Robinson	1,020	1,080	1,140
Atwood Kellar—Cadet	720	1,080	1,200
Pauline Wade	1,020	1,080	1,200
Georgia Ball	1,020	1,020	1,140
Marie Scollin	1,020	1,020	1,140
Grace Kiesewether—Cadet	720	1,080	1,140
(Cadets are not regular teachers)			
Year Service			
James Womack	1,020	1,140	1,260
Betty S. Abrams	1,020	1,140	1,260
Eleanor K. Whitehard	1,020	1,140	1,260
Eleanor Wilson	1,020	1,140	1,260
Helen Nielson	1,020	1,140	1,260
Amelise Crockett	1,020	1,140	1,260
Nellie Turkiewaz	1,020	1,140	1,260
Hilda Ringblum	1,020	1,140	1,260
Grace Manley	1,020	1,140	1,260
Ellogene Barr	1,020	1,140	1,260
Beatrice Arnold	1,020	1,140	1,260
Jane Evans Garhett	1,020	1,140	1,260
Viola Ellis	1,020	1,140	1,260
Velma Baumgarten	1,020	1,140	1,260
Murrell Schursted	1,020	1,140	1,260
Betty Wylie	1,020	1,140	1,260
Josephine Hill	1,020	1,140	1,260
r Year Service			
Allie Ferguson	1,080	1,200	1,320
Leona Beers	1,080	1,200	1,320
Phyllis Fossey	1,080	1,200	1,320
Edith B. Jacobs	1,080	1,200	1,320
Edith Daniel	1,080	1,200	1,320
Eleanor Matteson	1,080	1,200	1,320
Lois V. Arnold	1,080	1,200	1,320
Margaret Roberts	1,080	1,200	1,320
Robert Reed	1,080	1,200	1,320
Ruth Penny	1,080	1,200	1,320
Mary Carlson	1,080	1,200	1,320
Louise Gibbons	1,080	1,200	1,320
Virginia Skaggs	1,080	1,200	1,320
Year Service			
Virginia Jordan	1,140	1,260	1,320
Willard Shaffert	1,140	1,200	1,260
Arlene Richardson	1,140	1,260	1,320
Carl W. Fein	1,140	1,260	1,320
Lulu Mae Mooty	1,140	1,260	1,320
Marie Alvarez Nilon	1,140	1,260	1,320
Marjorie Raulerson	1,140	1,260	1,320
Myrvin Sellers	1,200	1,260	1,320
Inez Shellhorse	1,140	1,260	1,320
Ruth Beuchly	1,140	1,260	1,320
Mary Kirtley	1,140	1,260	1,320
Marcia Ferguson	1,140	1,260	1,320

Page of Official List	
Eight Year Service	
(3)	T. W. Caruther
(7)	E. B. Blackburn
(7)	R. J. Hester
(8)	Mildred Reynold
(13)	L. E. Cappock
(15)	Marguerite Rus
(21)	Frances Dye
(21)	Clarence H. Dre
(22)	Dorothy N. Wri
(23)	Lucile Conlon
(23)	Hazel Rothwell
(23)	Susie Campbell
(25)	Kathryn Middle
(26)	Gladys Budd
(27)	Jane Barr
(28)	Mary Jo Robert
(28)	Mary Lou Walke
(29)	Lola Bass
(30)	Ida Edwards
(31)	Helen Littlefield
(32)	Dayme Patterso
(31)	Lois Woodbury
(32)	Enid Carrington
(33)	Julia Tygert
(34)	Jessie Davison
(34)	Edell Herring
(35)	Myrtle Scheer
(36)	Sophya Wolfe
Nine Year Service	
(5)	Louise Sparrent
(6)	Everett Pease
(6)	Elizabeth Wray
(7)	Mrs. R. J. Rutla
(7)	Mucy N. Carter
(9)	Melicent Chamb
(11)	Valina Moore
(14)	Elizabeth Hurst
(14)	Marie O'Neill
(16)	Frances D. Wyr
(17)	Roberta Leonar
(18)	Eloise Patterson
(18)	Rebecca Gray
(21)	Eva D. Fisher
(24)	Beasly Moore
(25)	Semele Corbett
(28)	Frances Wilson
(14)	Artie M. Henry
(30)	Margaret Cruise
(31)	Goldie Polhemus
(31)	Gladys H. Spraw
(32)	Marion K. Moor
(33)	Josephine Rose
(34)	Rose Goldmark
(35)	Mabel Ellis
(35)	Evelyn Aber
(36)	Gladys Keith
(36)	Mary Moore
(37)	Dorothy Heald
(38)	Velma Falks
(38)	Lucile Maxwell
Ten Year Service	

RIES 1943/4	Page of Official List		1941/2	1942/3	1943/
		Eight Year Service			
	(3)	T. W. Caruther	1.380	1.440	1,620
1,200	(7)	E. B. Blackburn	1.380	1.440	1,620
1,140	(7)	R. J. Hester	1.380	1.440	1,620
1,140	(8)	Mildred Reynold	1.380	1.440	1,620
1,140	(13)	L. E. Cappock	1.380	1.440	1,620
1,200	(15)	Marguerite Russell	1.380	1.440	1,620
1,200	(21)	Frances Dye	1.380	1.440	1,620
1,140	(21)	Clarence H. Dreppard	1.380	1.440	1,620
1,140	(22)	Dorothy N. Wright	1.380	1.440	1,620
1,140	(23)	Lucile Conlon	1.380	1.440	1,620
	(23)	Hazel Rothwell	1.380	1.440	1,620
	(23)	Susie Campbell	1.380	1.440	1,620
	(25)	Kathryn Middleton	1.380	1.440	1,620
	(26)	Gladys Budd	1.380	1.440	1,620
1,260	(27)	Jane Barr	1.380	1.440	1,620
1,260	(28)	Mary Jo Roberts	1.380	1.440	1,620
1,260	(28)	Mary Lou Walker	1.380	1.440	1,620
1,260	(29)	Lola Bass	1.380	1.440	1,620
1,260	(30)	Ida Edwards	1.380	1.440	1.620
1,260	(31)	Helen Littlefield	1.380	1.440	1.620
1,260	(32)	Dayme Patterson	1.380	1.440	1.620
1,260	(31)	Lois Woodbury	1.380	1.440	1.620
1,260	(32)	Enid Carrington	1.380	1.440	1.620
1,260	(33)	Julia Tygert	1.380	1.440	1.620
1,260	(34)	Jessie Davison	1.380	1.440	1.620
1,260	(34)	Edell Herring	1.380	1.440	1.620
1,260	(35)	Myrtle Scheer	1.380	1.440	1.620
1,260	(36)	Sophya Wolfe	1.380	1.440	1.620
1,260					
1,260		**Nine Year Service**			
1,260	(5)	Louise Sparrenberger	1.440	1.500	1.680
	(6)	Everett Pease	1.440	1.500	1.680
	(6)	Elizabeth Wray	1.440	1.500	1.680
	(7)	Mrs. R. J. Rutland	1.440	1.500	1.680
	(7)	Mucy N. Carter	1.440	1.500	1.680
1,320	(9)	Melicent Chamberlain	1.440	1.500	1.680
1,320	(11)	Valina Moore	1.440	1.500	1.680
1,320	(14)	Elizabeth Hurst	1.440	1.500	1.680
1,320	(14)	Marie O'Neill	1.440	1.500	1.680
1,320	(16)	Frances D. Wynne	1.440	1.500	1.680
1,320	(17)	Roberta Leonardy	1.440	1.500	1.680
1,320	(18)	Eloise Patterson	1.440	1.500	1.680
1,320	(18)	Rebecca Gray	1.440	1.500	1.680
1,320	(21)	Eva D. Fisher	1.440	1.500	1.680
1,320	(24)	Beasly Moore	1.440	1.500	1.680
1,320	(25)	Semele Corbett	1.440	1.500	1.680
1,320	(28)	Frances Wilson	1.440	1.500	1.680
1,320	(14)	Artie M. Henry	1.440	1.550	1.680
	(30)	Margaret Cruise	1.440	1.500	1.680
	(31)	Goldie Polhemus	1.440	1.500	1.680
	(31)	Gladys H. Sprawls (Hayes)	1.440	1.500	1.680
1,320	(32)	Marion K. Moore	1.440	1.500	1.680
1.260	(33)	Josephine Rose (Ross)	1.440	1.500	1.680
1,320	(34)	Rose Goldmark	1.440	1.500	1.680
1,320	(35)	Mabel Ellis	1.440	1.500	1.680
1,320	(35)	Evelyn Aber	1.440	1.500	1.680
1,320	(36)	Gladys Keith	1.440	1.500	1.680
1,320	(36)	Mary Moore	1.440	1.500	1.680
1,320	(37)	Dorothy Heald	1.440	1.500	1.680
1,320	(38)	Velma Falks	1.440	1.500	1.680
1,320	(38)	Lucile Maxwell	1.440	1.500	1.680
1,320					
1,320		**Ten Year Service**			
1,320	(5)	Marjorie England	1.500	1.560	1.740
1,320	(5)	Henrietta Graham	1.500	1.560	1.740
1,320	(6)	Elizabeth Nielsen	1.500	1.560	1.740
1,320	(9)	William Duncan	1.500	1.560	1.740

Hubert C. Reynolds	732	732	840	55
Anthony Gardiner	732	832	840	56
James Hart	732	732	840	56
Marie Pate	732	732	840	56
Alma John Crawford	732	732	840	57
Charles Smith	732	732	732	58
Clorice Reeves	732	732	840	58
Josephus L. Bethel	732	732	840	58
Mary Baerk Edwards	732	732	840	57

Five Year Service

Gretha Bawl	732	732	900	54
Harold A. Barker	732	1260	1260	54
Wilhelmina Chapman	732	732	900	54
Wm. B. Haley	756	756	900	54
Celeste P. Hawkins	732	732	900	54
Vivalora Gainey	756	756	900	55
Mattie O. Reed	732	732	900	57
Rutherford Slaughter	756	756	1200	58
James M. Simmons	756	756	900	59

Six Year Service

Albert P. Dean	756	756	960	55
Sarah Scott Martin	756	756	960	55
Charles Carey	756	756	960	55
Eugene Jones	780	780	1260	56
Dorothy Edwards	780	780	960	56
Harriet Turner	780	780	960	57
Eadie Wilson	756	756	960	57
Josephine Burnside	756	756	960	58
Louise Capers	756	756	960	58

Seven Year Service

Albert F. Crosby	828	1260	1320	54
Hazel R. Lucas	780	780	1020	55
William J. Stirrup	780	780	1020	55
Charles D. Wyche	780	1260	1320	55

Eight Year Service

Margaret M. Davis	756	756	1080	54
Pearl T. Jenkins	804	804	1080	55
George W. Styles	804	804	1080	55
Alonzo Fannin	804	804	1080	56
James Hogan	804	804	1260	56
Marie H. Doster	828	828	1080	56
Dorothy Jenkins	804	804	1080	56
Susie C. Lucas	900	1260	1380	57
Gussie Dobbs	804	1260	1380	57
Bertha Glass	804	804	1080	59
Marjorie Rhodes	804	804	1080	59

Nine Year Service

Lewis R. Blake	828	828	1260	54
Hazel M. Davis	852	852	1080	54
Arthurine Collier	828	828	1080	56
William Fannin	828	828	1080	56
Dorothy Newton	828	1260	1440	57
Wittlean Ingraham	852	852	1080	58
Louise McQueen	828	828	1080	58
Nellie Roberts	780	780	1080	58
Rosella Everett	828	828	1080	59
Elizabeth Holmes	876	876	1080	59
Thelma H. Simmons	828	828	1080	59

Carl W. Fein

Also 24 other white t… base salary.

Five Year Service

Elizabeth McAfee	…Afee	1200	1200	1200	2
Robert Heil		1200	1200	1200	3
Patricia Mercer	…er	1200	1200	1200	4
Nora C. Rise		1200	1200	1200	8
Mary Miscio		1200	1200	1200	4
Emily Brion		1200	1200	1200	
Varina Smith		1200	1200	1200	8
J. G. Wynne, Jr.	…Jr.	1200	1200	1200	8
Roselyn Levine	…e	1200	1200	1200	10

Also 28 other white t… ther white teachers of five-year service all at same base salary.

Six Year Service …vice White base salary $1,260

Mary McCracken	…ken	1360	1360	1360	3
Lucille Coppock	…k	1260	1260	1260	5
Annie Lee Rollins	…lins	1260	1260	1260	15
Fred Lugencshe	…e	1260	1260	1260	19
Martha Lewis		1260	1260	1260	10
Clairnelle Weber	…er	1260	1260	1260	24
Maxine Songer	…r	1260	1260	1260	25
Janice Brill		1260	1260	1260	25
Marion Ryan		1260	1260	1260	27
Louise Ott		1260	1260	1260	28

Also thirteen other wh… n other white teachers of six-year service all at same base salary.

Seven Year Service …rvice

Dorothy Godman	…an	1320	1320	1320	3
Thelma Grentner	…er	1320	1320	1320	3
Marguerite Mills	…ls	1320	1320	1320	4
James Rice		1320	1320	1320	8

Also forty-two other … …-two other white teachers of seven-year service all at same base salary.

Eight Year Service …rvice White base salary $1,380

Josephine Hoffman	…man	1380	1380	1380	2
T. W. Carruthers	…rs	1380	1380	1380	3
Christine Stenstrom	…strom	1380	1380	1380	5
Sarah Waters		1380	1380	1380	5
Alice Wirt		1380	1380	1380	5
Ralph Paige		1380	1380	1380	6
E. B. Blackburn	…n	1380	1380	1380	7
R. J. Hester		1380	1380	1380	7
Mildred Reynolds	…lds	1380	1380	1380	8
G. Winston Clark	…ark	1380	1380	1380	9
R. C. Ashworth	…l	1380	1380	1380	12

Also 39 other white … her white teachers of 8 years service all at the same base salary.

Nine Year Service …vice

J. Harold Matteson	…eson	1440	1440	1440	2
H. O. Schweitzer	…er	1440	1440	1440	2
Louise Sparrenger	…ger	1440	1440	1440	5
Catherine Swink	…k	1440	1440	1440	5
Elizabeth Wray	…y	1440	1440	1440	6
Everett Pease		1440	1440	1440	6
Mrs. R. J. Rutland	…land	1440	1440	1440	7
Milton F. Scott		1440	1440	1440	8
Lucy N. Carter Heam	…Heam	1440	1440	1440	7
Milicent Chamberlain	…erlain	1440	1440	1440	9

Ten Year Service …ice

Fleeta Haskins		1500	1500	1500	10

Also 41 other white … her white teachers of 9 years service all at the same base salary.

Florence Moseley	948
Kate S. Dean	948
Lillian Mazon	852
Malvena Moore	948
Rose F. Stewart	948
Frances Trapp	924
Helen Goodwin	876
Alice Hawkins	900

Fourteen Year Service

Louise D. Davis	924
Oscar J. Edwards	900
Agnes C. Henderson	828
Mary F. Johnson	948
Ethel A. Grice	852
Annette McNeal	876

Fifteen Year Service

Charles L. Austin	948
Emanuel C. Bowman	948
Nella F. Clifton	948
Willie Hue Jamison	948
Aliene V. Jones	948
Sara B. Joyner	948
Marie D. Roberts	948
Effie T. Sutton	948
Eunice B. Thorne	948
Lelia R. Williams	948
Annie F. O'Ferrell	948
Bertie Baldwin	948
Ethel Dunn	948
Maud Green	948
Marie Clark House	948
Elizabeth N. Pittman	948
Madelyn R. Thomson	948
Bertha R. Sharpe	948
Vera Austin	948
Maude Chandler	948
Eunice Liberty	948
Esther Norris	948
Jenette Deshazior	948
Minne Sams Swan	948
Eunice Tanner	948
Victoria Webb	948
Estelle Miles	846
Roberta Chayter	948
Iona Humbert	948
Hettie W. Hall	924

Sixteen Year Service

Marie Slaughter	948
Janette A. Gill	828
Betsy A. Gordon	948
Ethel Arnold	948
Irene Straughter	948
Emily C. Thomas	948
Linnie W. Fannin	846
Naomi Espy	948

Seventeen Year Service

Nellie B. Moore	948
Helena Sifontes	948

Twenty Year Service

Jenette Bellamy	948

948	1260	55
948	1080	56
1260	1680	56
852	1080	56
948	1080	56
948	1080	57
924	1080	58
876	1080	59
900	1080	59
924	1080	54
900	1080	54
828	1080	54
948	1080	56
852	1080	57
876	1080	57
948	1080	54
948	1080	54
948	1080	54
948	1080	55
948	1260	55
948	1080	55
948	1260	55
1260	1260	55
948	1080	55
948	1080	55
948	1260	56
948	1080	56
948	1080	56
948	1080	56
948	1260	56
1260	1740	56
948	1080	57
948	1080	57
948	1080	57
948	1080	57
1260	1740	58
948	1080	58
948	1260	58
948	1080	58
948	1080	58
948	1260	58
1260	1740	59
1260	1740	59
948	1260	59
924	1080	59
1260	1740	55
828	1260	56
948	1260	57
948	1080	57
948	1080	57
948	1080	58
1260	1260	58
948	1080	59
948	1080	57
948	1260	59
948	1080	57

Also 30 other white teachers of 14 year service all at the same base salary.

Fifteen Year Service

Valera Gregory	1740	1740	1740	3
Kaye O. Thompson	1740	1740	1740	5
Cleta Worley	1740	1740	1740	5
Wilbur C. Worley	1740	1740	1740	5
Mabel Wright Lyons	1740	1740	1740	5
Mildred Small	1740	1740	1740	6
Thomas K. MacDonell	1740	1740	1740	7
J. M. Aber	1740	1740	1740	8
Johnsie Bracken	1740	1740	1740	9
Esther Cronin	1740	1740	1740	9
James Hudson	1740	1740	1740	10
Sarah Jenkins	1740	1740	1740	10
Emily Murphy	1740	1740	1740	11
Katherine Palmer	1740	1740	1740	11
Thelma Peters	1740	1740	1740	11
Cleta Cleveland	1740	1740	1740	13
Lamar Louise Curry	1740	1740	1740	13
Chester M. Davison	1740	1740	1740	13
Carolyn Fielder	1740	1740	1740	13
Horace E. Reichey	1740	1740	1740	15
Faye W. Simon	1740	1740	1740	15
Floyd W. Taylor	1740	1740	1740	21
Virginia R. Cooper	1740	1740	1740	22
Louise Curray	1740	1740	1740	23
Lucille Cunningham	1680	1680	1680	23
Vernon Pike	1740	1740	1740	24
Lilla Hubert	1740	1740	1740	24
Elizabeth Enecks	1740	1740	1740	26
Louise Leake	1740	1740	1740	27
Grace Barnes	1740	1740	1740	28

Also 21 other white teachers of 15 year service all at the same base salary.

Sixteen Year Service

Edna K. Roaf	1740	1740	1740	2
Blanche Stoddard	1740	1740	1740	3
Mary M. Clark	1740	1740	1740	3
Luellen Hauzer	1740	1740	1740	3
Wesley E. Jenkins	1740	1740	1740	3
Charles McCracken	1740	1740	1740	3
Jessie McLaurin	1740	1740	1740	4
Susan Satterfield	1740	1740	1740	5

Also 101 other white teachers of 16 years service all at same base salary.

Seventeen Year Service

Ada Lee Harris	1740	1740	1740	2
Ferne B. Beach	1740	1740	1740	3

Also 98 other white teachers of 17 year service all at the same base salary.

Twenty Year Service

Anna Guito	1740	1740	1704	2

Also 26 other white teachers of 20 years service all at same base salary.

It will be noted that there were no changes of white teachers' salaries under the new schedules for 1941-2 and that the salaries of the colored teachers under the Nov. 26 '41 schedule with but a trifling few remained the same as under the protested schedule.

Eleven Year Service

(55) Osceola B. Hogan	948	948	1,080	1,080	1,140
(55) Estelle Waller	876	876	1,080	1,140	1,260
(56) Ermantine Holton	852	852	1,080	1,080	1,080
(57) David A. Ivey	876	1,260	1,560	1,620	1,800
(57) D. Alfred Stewart	876	876	1,080	1,080	1,080
(58) Annie Little	948	948	1,080	1,080	1,080

Twelve Year Service

(54) Greta E. Crosby	900	900	1,080	1,080	1,140
(58) Verma Curtis	900	900	1,080	1,080	1,140
(58) Madeline Portier	852	852	1,080	1,080	1,320
(59) Willa Mae Murray	948	1,260	1,620	1,680	1,800

Thirteen Year Service

(54) Zidia A. Bethel	924	924	1,260	1,320	1,440
(54) Alice B. Hall	948	948	1,080	1,140	1,260
(55) Hazel Scotto	948	948	1,260	1,320	1,440
(56) Florence Moseley	948	948	1,080	1,080	1,140
(56) Kate S. Dean	948	1,260	1,680	1,740	1,800
(56) Lillian Mazon	852	852	1,080	1,140	1,260
(56) Malvena Moore	948	948	1,080	1,080	1,080
(58) Frances Trapp	924	924	1,080	1,080	1,080
(59) Helen Goodwin	876	876	1,080	1,080	1,140
(59) Alice Hawkins	900	900	1,080	1,080	1,140

Fourteen Year Service

(54) Louise B. Davis	924	924	1,080	1,080	1,080
(54) Oscar J. Edwards	900	900	1,080	1,080	1,140
(56) Mary F. Johnson	948	948	1,080	1,140	1,260
(57) Ethel A. Grice	852	852	1,080	1,140	1,260
(57) Annette McNeal	876	876	1,080	1,080	1,080

Fifteen Year Service

(54) Emanuel C. Bowman	948	948	1,080	1,080	1,140
(54) Nelle F. Clifton	948	948	1,080	1,140	1,260
(55) Willie Hue Jameson	948	948	1,080	1,080	1,140
(55) Alene V. Jones	948	948	1,260	1,260	1,260
(55) Sarah B. Jayner	948	948	1,080	1,080	1,140
(55) Marie D. Roberts	948	948	1,260	1,320	1,440
(55) Effie T. Sutton	948	1,260	1,260	1,260	1,320
(55) Lelia R. Williams	948	948	1,080	1,080	1,140
(56) Annie F. O'Ferrell	948	948	1,260	1,320	1,440
(56) Bertie Baldwin	948	948	1,080	1,080	1,140
(56) Maud Green	948	948	1,080	1,080	1,080
(56) Marie Clark House	948	948	1,260	1,260	1,260
(56) Elizabeth N. Pittman	948	948	1,260	1,260	1,260
(57) Madelyn R. Thompson	948	948	1,080	1,080	1,140
(57) Bertha Sharpe	948	948	1,080	1,140	1,200
(57) Vera Austen	948	948	1,080	1,140	1,260
(57) Maude Chandler	948	948	1,080	1,080	1,200
(58) Eunice Liberty	948	1,260	1,740	1,800	1,800
(58) Esther Norris	948	948	1,080	1,080	1,080
(58) Jenette Deshazior	948	948	1,260	1,260	1,260
(58) Minnie S. Swan	948	948	1,080	1,080	1,140
(58) Eunice Tanner	948	948	1,080	1,080	1,140
(58) Victoria Webb	948	948	1,260	1,260	1,260
(59) Roberta Chayter	948	1,260	1,740	1,800	1,800
(59) Iona Humbert	948	948	1,260	1,260	1,260
(59) Hettie W. Hall	924	924	1,080	1,080	1,140

Sixteen Year Service

(55) Marie Slaughter	948	1,260	1,740	1,800	1,800
(56) Janette Gill	828	828	1,260	1,260	1,320
(57) Betsy A. Gordon	948	948	1,260	1,260	1,260
(57) Ethel Arnold	948	948	1,080	1,080	1,140
(57) Irene Straughter	948	948	1,080	1,080	1,140
(58) Emily C. Thomas	948	948	1,080	1,080	1,140
(58) Linnie W. Fannin	948	1,260	1,260	1,260	1,320
(59) Naomi Espy	948	948	1,080	1,140	1,260

Seventeen Year Service

(57) Nellie B. Moore	948	948	1,080	1,080	1,080
(59) Helena Sifontes	948	948	1,260	1,260	1,260

Twenty Year Service

(57) Jenette Bellamy	948	948	1,080	1,080	1,080

(30) Mildred Hawkins	1,140	1,260	1,320
(31) Mary E. Freberg	1,140	1,260	1,320
(32) Betty Stewart	1,140	1,260	1,320
(32) Katye Brown	1,140	1,260	1,320
(34) Martha Jean Jones	1,140	1,260	1,320
(36) Grace Duvall	1,140	1,260	1,320
(37) Ethel Dunsmore	1,140	1,260	1,320
(37) Marie Fein	1,140	1,200	1,320

Five Year Service

(4) Mary Miscio	1,200	1,260	1,440
(8) Nora C. Rice	1,200	1,260	1,380
(8) J. G. Wynn Jr.	1,200	1,260	1,380
(21) Mary Ellen Lovelace	1,200	1,260	1,380
(21) Lawrence Tremblay	1,200	1,260	1,380
(26) Louise Jay	1,200	1,260	1,320
(27) Nina Miller	1,200	1,260	1,320
(30) Harriet Simms	1,200	1,260	1,440
(30) Sylvia Caruthers	1,200	1,260	1,320
(30) Wilma Halderman	1,200	1,260	1,440
(31) Ethel Stratton	1,200	1,260	1,440
(33) Mary Elizabeth McCall	1,200	1,260	1,380
(37) Nedna Carpenter	1,200	prior	1,440

Six Year Service

(3) Mary McCrackin	1,260	1,320	1,500
(15) Annie Lee Rollins	1,260	1,320	1,500
(25) Janice Brill	1,260	1,320	1,500
(27) Marion Ryan	1,260	1,320	1,500
(28) Louise Ott	1,260	1,320	1,500
(28) Helen Lundilius	1,260	1,320	1,500
(29) Irene Peeples	1,260	1,320	1,500
(30) Ruth A. Murray	1,260	1,320	1,500
(32) Hilda Wier	1,260	1,320	1,500
(33) Nora McKinney	1,260	1,320	1,500
(38) Ray Miller	1,260	1,320	1,500
(37) Katherine Singleton	1,260	1,320	1,500

Seven Year Service

(4) Marguerite Mills	1,320	1,380	1,560
(8) James Rice	1,320	1,380	1,560
(9) Virginia Bradford	1,320	1,380	1,560
(9) Virginia Buyer	1,320	1,380	1,560
(9) Mary C. Cook	1,320	1,380	1,560
(9) Ruth Dale	1,320	1,380	1,560
(9) Frances E. Gibbons	1,320	1,380	1,560
(11) Jessie M. Chambers	1,320	1,380	1,560
(12) Mildred Snedeker	1,320	1,380	1,560
(13) Barbara Garfinkle	1,320	1,380	1,560
(19) Donald Gordon	1,320	1,380	1,560
(19) Helen Kunde	1,320	1,380	1,560
(19) Elizabeth Lewis	1,320	1,380	1,560
(20) Hal M. Black	1,320	1,380	1,560
(23) Dorothy Bass	1,320	1,380	1,560
(24) Kathleen McMullen	1,320	1,380	1,560
(25) Elizabeth White	1,320	1,380	1,560
(30) Laura Bowman	1,320	1,380	1,560
(30) Mary T. Furry	1,320	1,380	1,560
(31) Janive Popham	1,320	1,380	1,560
(31) Mae M. Walters	1,320	1,380	1,560
(33) Lindley Stanley	1,320	1,380	1,560
(33) Del M. Barrett	1,320	1,380	1,560
(34) Mary Morris	1,320	1,380	1,560
(34) Charlotte Farley	1,320	1,380	1,560
(36) Hazel Blanchard	1,320	1,380	1,560
(36) Ruth C. Bunn	1,320	1,380	1,560
(38) Daisy Wetmore	1,320	1,380	1,560
(38) Lois Taylor	1,320	1,380	1,560

1.320	**Ten Year Service**				
1.320	(5)	Marjorie England	1.500	1.560	1.740
1.320	(5)	Henrietta Graham	1.500	1.560	1.740
1.320	(6)	Elizabeth Nielsen	1.500	1.560	1.740
1.320	(9)	William Duncan	1.500	1.560	1.740
1.320	(12)	Wilberta Vogh	1.500	1.560	1.740
1.320	(18)	Clarence Gray	1.500	1.560	1.740
1.320	(25)	Carrie Hope	1.500	1.560	1.740
1.320	(26)	Marie Phillips	1.500	1.560	1.740
	(26)	Martha L. Shaw	1.500	1.560	1.740
	(27)	Erma Henry	1.500	1.560	1.740
	(27)	Paula Lingg	1.500	1.560	1.740
	(28)	Peryl Redden	1.500	1.560	1.740
1.440	(30)	Elizabeth Holt (Kohl)	1.500	1.560	1.740
1.380	(31)	Blanche Lundstrom	1.500	1.560	1.740
1.380	(31)	Marie Clarke	1.500	1.560	1.740
1.380	(33)	Neva Hummel	1.500	1.560	1.740
1.380	(34)	Winnie D. McKenzie	1.500	1.560	1.740
1.320	(34)	Ruth Speights	1.500	1.560	1.740
1.320	(34)	Faith Corneilson	1.500	1.560	1.740
1.440	(37)	Catherine Pile	1.500	1.560	1.740
1.320	(38)	Elizabeth Bronson	1.500	1.560	1.740
1.440					
1.440	**Eleven Year Service**				
1.380	(2)	Mary L. Kimbrough	1.560	1.620	1.800
1.440	(2)	Alfreda Reed	1.560	1.620	1.800
	(3)	Helen Carnine	1.560	1.620	1.800
	(3)	Jessie Chamberlain	1.560	1.620	1.800
	(3)	Dorothy Dale	1.560	1.620	1.800
1.500	(6)	Alice Reed	1.560	1.620	1.800
1.500	(20)	Frank L. Peterson	1.560	1.620	1.800
1.500	(22)	Harriet H. Shaffert	1.560	1.620	1.800
1.500	(23)	Louis Jefferson	1.560	1.620	1.800
1.500	(23)	Mildred Scott	1.560	1.620	1.800
1.500	(23)	Sarah J. Shelden	1.560	1.620	1.800
1.500	(23)	Bernice Bowman	1.560	1.620	1.800
1.500	(24)	Hazel Crawford	1.560	1.620	1.800
1.500	(25)	Irene Boring	1.560	1.620	1.800
1.500	(25)	Frances Tatum	1.560	1.620	1.800
1.500	(28)	Evelyn Meredith	1.560	1.620	1.800
1.500	(30)	Louis C. Clark	1.560	1.620	1.800
	(31)	Maude Martin	1.560	1.620	1.800
	(31)	Frances Overton	1.560	1.620	1.800
	(31)	Helen Potter	1.560	1.620	1.800
1.560	(32)	Lorean Moser	1.560	1.620	1.800
1.560	(34)	Anne Jacob	1.560	1.620	1.800
1.560	(34)	Marie A. Nees	1.560	1.620	1.800
1.560	(34)	Lucy Haskin	1.560	1.620	1.800
1.560	(35)	Louise Hackett	1.560	1.620	1.800
1.560	(35)	Dorothy Scott	1.560	1.620	1.800
1.560	(36)	Catherine B. Hayes	1.560	1.620	1.800
1.560	(37)	Eva Kemperer	1.560	1.620	1.800
1.560					

It is deemed unnecessary to continue the list further for every white teacher from 11 year service on received $1.800, the maximum salary payable to them under the Schedule, **some 500 of them.**

This table shows, and nothing could be plainer, that salaries of white teachers under all the schedules and alleged ratings depended solely on years of service not on classification beginning at the minimum of $1.020, while the negroes in spite of schedules were handicapped with the minimum of $724.

However, it does appear in the column of the white salaries for 1943-4 that 5 of the 13 four year teachers advanced from the "good" classification salary of $1.260 which they received in 1942-3, were paid more than "one additional annual increment" to which they were entitled under the schedule of July 21, 1943. (Rec. P. 60.)

It is interesting to note that out of 56 colored teachers who had been in the service for from 11 to 20 years only 6 were deemed worthy of the salary paid to all of the white teachers of from 11 years service on, some 500, namely, $1,800.

The entire record shows that the only classification was negroes as negroes and whites as whites.